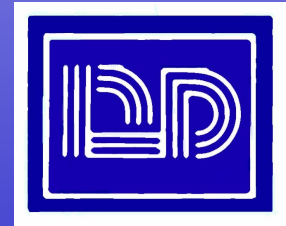




# Presentation at the U. S. Army Minority College Relations Program Conference

August 1, 2002  
New Directions Management  
Services, Inc.





# Establishing Partnerships With HBCUs and MIs

# Building Upon The Benefits of Diversity



# Unlock the Door to Successful Internships...

NDMS Coordination Includes—

- Screening, matching & hiring interns
- Paying the student a Stipend
- Round-trip Travel
- Housing
- Daily Travel
- Quality completion of desired tasks



# The Eleven Agreement Schools...

- The University of Texas at El Paso
- North Carolina A&T State University
- University of Arkansas at Pine Bluff
- New Mexico State University
- West Virginia State University
- Morris Brown Research Institute
- College of the Menominee Nation
- Florida International University
- Southwestern Indian Polytechnic Institute
- New Mexico Highlands
- Haskell Indian Nations University



# The 300 HBCUs & MIs

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- This Internship Program Supports Executive Orders 12876, 12900 & 13201
- Students can come from any Accredited Post Secondary Minority Serving Institution
- US Department of Education Web Site Lists Schools
- Web Address:  
<http://www.ed.gov/offices/OCR/minorityinst.html>

# The Recruitment, Selection & Application Process

- The Application
- Security Questionnaire (SF 85P)
- Resume & Transcript
- Reference

# Communicating The Vision!

Just Consider the Possibilities ...







# Internship Program Benefits to Student Interns

- Complete an important & exciting project
- Make a real-world application of learning
- Gain resume-building knowledge & skills
- Career Intelligence—*what's work really like in your field?*
- Travel
- Earn \$\$ Income
- Receive mentoring & performance feedback
- Grow leadership, team & communications skills
- Gain exposure to a unique environment
- Accrue Academic Credit
- Learn about possible permanent positions

# Internship Program Benefits to HBCUs/MIs

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- Provide students with premium learning opportunities
- Develop successful leadership skills
- Relationship-building with DoD Activities
- Acquaint DoD Activities with institutional capabilities
- Increase overall HBCU/MI visibility
- Utilize internship “alumni” to “sell” HBCU/MI strengths

# Internship Program Benefits to the Army

By using the NDMS Contract, Defense organizations will:

- Accomplish important projects without adding staff
- Fill critical needs with carefully screened talent
- Ease the burden of overworked staff
- Gain new ideas & fresh approaches from imaginative young workers
- Foster a culture of innovation & creativity

## ... More Army Benefits

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- Tap an emerging, diverse workforce
- Mentor future leaders
- Expose Army workforce to added diversity
- Support the Executive Orders
- Increase organizational awareness of HBCU/MI capabilities
- Develop & maintain HBCU/MI partnerships



# Ensuring A Rock-Solid Learning Experience!!



Prepare the  
Organization to  
Receive Interns!

# Bridging the Gaps During the Internship...

- Communicate with the HBCU/MI
- Orientation, Training & Evaluation





# Interns Need Support ...

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- Supervisors must demonstrate a willingness and commitment to providing the intern with a high quality field experience!
- Mentors should be readily available to answer questions and to acclimate the intern to the culture of the organization and the Army community!

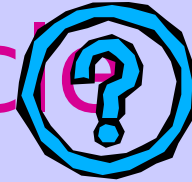
# The NDMS Internship Contract

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- + DAAA09-99-D-3010
- + Each Task Order is for One Intern
- + Length of Internship: 10 Weeks
- + Students may work on wide-ranging projects—
  - + Feasibility Studies
  - + Scientific Analyses
  - + Engineering Projects
  - + Web Page Development or Maintenance
  - + Strategic Plans



# How Can DoD Offices Use The Contract Vehicle?



- Develop a Statement of Work
- Determine the academic and skill level required
- Describe tasks to be completed in 10 Weeks
- Fax or e-mail information to OSC Contracting Office
- OSC will validate funding
- The Task Order will be accepted in writing

# Agencies Outside of DOD Can Use...

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- US Army Space & Missile Defense Command Basic Ordering Agreement
- New Directions Contract at:  
[http://www.smdc.army.mil/Contracts/ Contracts.html](http://www.smdc.army.mil/Contracts/Contracts.html)
- This is a HUBZone Set-Aside

# Contact SMDC (for non-DoD internships)

**POC: Al Longhi**  
**U.S. Army Space and Missile**  
**Defense Command**  
**ATTN: SMDC-CM-AK**  
**106 Wynn Drive NW**  
**Huntsville, Alabama 35805**  
**Telephone: (256)955-4184**

**Fax: (256) 955-4240**  
**Email: [Al.Longhi@smdc.army.mil](mailto:Al.Longhi@smdc.army.mil)**

# About New Directions We're A ...

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- + SMALL BUSINESS
  - + 8(a) CERTIFIED
  - + HUBZONE CERTIFIED
  - + WOMAN-OWNED

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Web Address (after 8/10/02):

[www.ndirections.com](http://www.ndirections.com)

